



# IT認證考試題庫 專業平臺

考證寶提供最新考古題與模擬試題  
協助您高效通過認證考試

[www.kaozhengpro.com](http://www.kaozhengpro.com)

**Exam** : **C\_THR97\_2505**

**Title** : SAP Certified Associate -  
Implementation Consultant -  
SAP SuccessFactors  
Onboarding

**Version** : DEMO

1.Which actions can alumni users perform after activating their accounts? Note: There are 3 correct answers to this question.

**Solution:**

Based on official guidance from **Learning.sap.com**, alumni users gain access to a variety of capabilities after activating their accounts. The following **three actions** are supported:

1. **C. Apply to be rehired for an open position**  
Alumni users appear in hiring eligibility and can apply to open positions via the **Profile Match Verification** process, identifying them as alumni when they match roles
2. **B. View pay statements**  
They can access and download payroll documents, including **pay statements**, as long as Employee Central Payroll is enabled
3. **E. Update contact information**  
Alumni users retain the ability to view and **edit their personal and contact information** such as addresses, phone numbers, and emergency contacts

 **Correct Answers: B, C, E**



**Reference:** <https://learning.sap.com/>

- A. Contact current managers directly
- B. View pay statements
- C. Apply to be rehired for an open position
- D. Complete offboarding tasks
- E. Update contact information

**Answer:** CDE

2.What are some of the essential features of the SAP SuccessFactors HCM Suite that you should enable for Onboarding? Note: There are 3 correct answers to this question.

### Solution

The **three essential features** in the SAP SuccessFactors HCM Suite that should be enabled for Onboarding are:

- **A. Business Process Engine** – Required for executing and automating onboarding workflows within the system.
- **C. Intelligent Services** – Enables event-driven automation and seamless integration across modules, enhancing the onboarding experience.
- **E. Employee Central V2** – Even without a full EC license, EC V2 must be enabled to support core onboarding profile and data collection processes.

**Reference:** <https://learning.sap.com/>

So, the correct answers are **A, C, and E.**

- A. Business Process Engine
- B. DocuSign Adaptor
- C. intelligent Services
- D. SAP ERP Integration
- E. Employee Central V2

**Answer:** ACD

3.How can you configure a custom object to be used in Custom Data Collection?

- A. Go to Admin Center > Configure Business Rules > Activate Rule ONB2\_CustomDataCollectionCheck
- B. Go to Admin Center > Configure Object Definitions
- C. Go to Admin Center > Manage Permission Roles > Metadata Framework
- D. Go to Admin Center > Manage Business Configuration

**Answer:** B

**Explanation:**

Reference: SAP SuccessFactors Onboarding Implementation Guide, Section: "Configuring Custom Objects for Data Collection"

SAP SuccessFactors Onboarding Study Guide, Topic: "Metadata Framework and Custom Data Collection"

4.How are the Qualtrics lifecycle surveys integrated with SAP SuccessFactors Onboarding and Offboarding processes? Note: There are 2 correct answers to this question.

- A. Qualtrics collects the exit survey information and reports the results
- B. Onboarding collects the new hire experiences and Qualtrics reports the results
- C. Offboarding collects the exit survey information and Qualtrics reports the results
- D. Qualtrics collects the new hire experiences and reports the results

**Answer:** A,D

**Explanation:**

Reference: SAP SuccessFactors Onboarding and Offboarding Integration Guide, Section: "Integration with Qualtrics for Lifecycle Surveys"

SAP SuccessFactors Onboarding Study Guide, Topic: "Survey Integration with Qualtrics"

5. Transfer events are created only for changes made to which Employee Central data entities? Note: There are 2 correct answers to this question.

- A. globalInfo
- B. complInfo
- C. jobInfo
- D. employmentInfo

**Answer:** B,C

**Explanation:**

Reference: SAP SuccessFactors Employee Central and Onboarding Configuration Guide, Section: "Transfer Events and Data Entities"

SAP SuccessFactors Onboarding Study Guide, Topic: "Employee Central Data Model Integration"